



Office of Labor Standards ♦ Seattle Office for Civil Rights

# JUNE 2015 MONTHLY DASHBOARD

## Seattle Labor Standards

- Paid Sick and Safe Time (PSST) 09/01/2012
- Job Assistance Ordinance (JAO) 11/01/2013
- Wage Theft (WT) 04/01/2013
- Subset of Wage Theft Minimum Wage Ordinance (MWO) 04/01/2013

### A. Employer Technical Assistance

	June 2015	Year to Date	Since Implementation
PSST	31	284	2878
JAO	2	26	159
WT	41	665	758
<i>MWO</i>	33	610	702
<b>Total</b>	<b>74</b>	<b>975</b>	<b>3795</b>

### B. Employee Intake

	June	Year to Date	Since Implementation
PSST	20	131	750
Investigation	-	-	-
Info Provided	-	-	-
Referral	-	-	-
Insufficient Info	-	-	-
JAO	3	12	69
Investigation	-	-	-
Info Provided	-	-	-
Referral	-	-	-
Insufficient Info	-	-	-
WT	22	76	76
Investigation	-	-	-
Info Provided	-	-	-
Referral	-	-	-
Insufficient Info	-	-	-
<i>MWO</i>	22	69	69
<b>Total</b>	<b>45</b>	<b>219</b>	<b>895</b>

### C. Investigations - NEW

	June 2015	Year to Date	Since Implementation
PSST	6	27	80
JAO	0	18	51
WT	7	27	27
<i>MWO</i>	6	25	25
<b>Total</b>	<b>13</b>	<b>72</b>	<b>158</b>

### D. Investigations – CLOSED\*

	June	Year to Date	Since Implementation
PSST	3	20	57
Dismissal	-	-	-
Settlement	-	-	-
No Violation	-	-	-
Violation	-	-	-
JAO	2	27	49
Dismissal	-	-	-
Settlement	-	-	-
No Violation	-	-	-
Violation	-	-	-
WT	-	-	-
Dismissal	-	-	-
Settlement	-	-	-
No Violation	-	-	-
Violation	-	-	-
<i>MWO</i>	-	-	-
<i>Dismissal</i>	-	-	-
<i>Settlement</i>	-	-	-
<i>No Violation</i>	-	-	-
<i>Violation</i>	-	-	-
<b>Total</b>	<b>5</b>	<b>47</b>	<b>106</b>

### E. Investigations – OPEN

	Currently (as of June 30, 2015)
PSST	23
JAO	2
WT	27
<i>MWO</i>	25
<b>Total</b>	<b>52</b>

#### F. Average # Days to Resolve Investigation

	June 2015	Year to Date	Since Implementation
PSST	128 days	143 days	135 days
JAO	80 days	83 days	87 days
WT	-	-	-
<b>MWO</b>	-	-	-

#### G. Remedies

	June	Year to Date	Since Implementation
PSST	-	<b>\$3,766.92</b>	<b>\$29,865.63</b>
\$ Employee Remedy	-	\$3,641.92	\$29,865.63
Civil Penalties	-	\$125	\$250
% Collected	-		
JAO	-	<b>\$750</b>	<b>\$19,250</b>
\$ Employee Remedy	-	\$750	\$19,250
Civil Penalties	-	-	-
% Collected	-	-	-
WT	-		
\$ Employee Remedy	-	-	-
Civil Penalties	-	-	-
% Collected	-	-	-
<b>MWO</b>	-	-	-
\$ Employee Remedy	-	-	-
Civil Penalties	-	-	-
% Collected	-	-	-
<b>Total</b>	-	<b>\$4,516</b>	<b>\$49,115.63</b>

#### H. Number of Employees Receiving Remedies

	June	Year to Date	Since Implementation
PSST	-	-	-
JAO	-	-	-
WT	-	-	-
<b>MWO</b>	-	-	-
<b>Total</b>	-	-	-

#### I. I. Compliance Reviews

\*Compliance reviews monitor an employer's labor standards compliance after a settlement/final order.

	June 2015	Year to Date	Since Implementation
PSST	-	-	-
JAO	-	-	-
WT	-	-	-
<b>MWO</b>	-	-	-
<b>Total</b>			

*\*Separate Private Settlement*

*PSST - \$16,000*

*JAO - \$750*

*\*Compliance Letters - For initial implementation of MWO, the primary enforcement method is a “Compliance Letter” that initiates a full investigation, secures a full remedy if there is a violation, but does not impose penalties. OLS will file a formal charge only if the alleged violation is egregious (e.g. retaliation, repeat violations, failure to pay hours worked off the clock).*

*\*Advisory Letters - For initial implementation of PSST and JAO, the primary enforcement method was an “Advisory Letter” that informally resolved complaints. By January 2015, when SOCR discontinued this method, the office had resolved 196 PSST and 11 JAO Advisory Letters.*